



**REDLANDS
COLLEGE**



Strategic Plan 2024 - 2026

Christ-Centred Excellence

Our Shared Vision

In 1988, our pioneering families and 91 students shared an ambitious dream to start a College focussed on Christ-centred excellence. Today we continue this vision and passion for a Christ-centred learning community, where 1430 students are invited to know Christ, to find joy in learning and challenged to use their giftings to their full potential.

We recognise that school communities hold a privileged position with respect to their capacity to influence the development of students, and we acknowledge the centrality of formation to the process of education.

We are honoured that parents would entrust their son or daughter into our care for both their education and formation, and we feel a deep sense of obligation to steward this trust and privilege responsibly.

Our 220 staff share a common affirmation of the Christian faith as a key unifying ingredient for our community, which informs our view of the world and guides our beliefs, words and actions.

We aspire to be an environment which equips students with the knowledge and passion to contribute to the flourishing of their communities, wherever they may live and work.

This strategic plan outlines the areas we seek to invest our energy and resources into over the next three years, as we seek to provide outstanding learning experiences and opportunities for students.

Thank you for sharing this vision with us – we are delighted to partner with you in your family's educational journey.



Jonathan Leijen, Board Chair



Andrew Johnson, Principal



Broad Visionary Pursuits

The College has developed broad visionary pursuits across five domains, to provide clarity and direction for our collaborative endeavours and initiatives. We are excited to envisage a future learning journey for students where these concepts come to life, and students are inspired to serve God and influence the world!

Our Students

- Authentic engagement with Christian faith
- Intentional and relevant learning pathways
- Global learning, service and vocational opportunities

Our Staff

- Wellbeing prioritised in a relationship-based community
- Customised programs for professional capacity growth
- Collaboration driving pedagogical innovation

Our Learning

- Embedded framework for quality teaching and learning
- Effective utilisation of artificial intelligence
- Project based integrated learning stream

Our Community & Connections

- International learning partnerships for staff and students
- Hospitality as the key to community engagement
- Alumni networks facilitating student vocational knowledge

Our Future

- Redevelopment of Junior School Precinct
- Exploration of additional campuses
- Confident and rigorous governance and leadership

Our Identity

Our Purpose

To provide a Christ-centred education that will prepare young people to serve God and influence the world.

Our Mission

Our mission is to foster a Christ-centred school community which, through the co-operation of staff, students and their families, provides for students from across the community spectrum, a quality education which values respect for the individual, a commitment to excellence in all endeavours and the desire to develop one's God-given abilities.

Our Vision

Students will embody the concepts of curiosity, love, service and purpose in their sphere of influence.

Curious minds: students who are passionate life-long and life wide learners

Loving hearts: students who are compassionate, charitable and community-minded

Serving hands: students who are prepared to contribute to their local and global communities

Purposeful lives: students who fulfil the fullness and purposes that God has called them to

The Redlands Way

FAITH: We share a common belief in the Lord Jesus Christ, outworked in a Christian worldview.

PRAYER: We commit to pray for wisdom, discernment, inspiration and courage.

FLOURISHING: We hold a missional perspective to our vocational context and are committed to the flourishing of humanity.

SERVICE: We serve students entrusted to our care through intentional education and formation.

TRUST: We trust each other to have wholesome character, be competent and well intentioned.

HONESTY: We expect honesty in every context, even when it is difficult or challenging.

CREATIVITY: We are innovative in our thinking, exploring new options with creativity and passion.

HUMILITY: We acknowledge our limitations and seek out those who can contribute.

HOSPITALITY: We embrace hospitality to friend and stranger as an expression of God's love for all.

JOY: We seek to find joy in every context, holding an enthusiastic approach towards our community.

RESPONSIBILITY: We embrace a responsibility culture, not a blame culture. We ask, "What can I do to solve the issue?"

ACCOUNTABILITY: We give each other permission to hold us accountable to our vision, our values, our interactions, our expectations and timeframes.

We are a Christ-centred learning community.



Our pedagogical engagement by intentional design is grounded in our College beliefs about learning:

- We believe that everyone can learn.
- We believe learning is characterised by joy, delight, curiosity, creativity and imagination.
- We believe learning is a lifelong process of discovering one's uniqueness, capacity and potential.
- We believe learning occurs best in **community**, facilitated by intentional relationships with fellow students, teachers, parents and community partners, that **challenge** each person to strive for excellence.
- We believe learning is a process of continual **transformation** into the fullness of our reflection of God's image, to enable participation in God's redemptive work in the world, for the flourishing of all humanity.
- We believe the pursuit of learning is not solely premised on developing competency of knowledge, but engagement with the broader perspective of developing an appreciation of the beauty of literature, the logic of mathematics, the inquiring nature of science, the social awareness of humanities, the joy of music, the energy of sport and the creativity of technologies.

Our Students

We believe every student is:

- **Unique** – Made in the image of God with inherent value and worth
- **Creative** – Has creativity, talents and gifts which reflect the character of God
- **Curious** – Has an inherent passion to explore and know
- **Relational** – Created to be in relationship with God and humanity

Visionary Pursuits

- Authentic engagement with Christian faith
 - Enhance the Christian Living Program across Prep-12, with age-appropriate sequential learning goals, enabling students to understand the Biblical narrative and facilitating growth in their character and purpose.
 - Embed a Character Development Framework across P-12, with structures related to academic, behavioural and cultural development.
- Intentional and relevant learning pathways
 - Development of a suite of learning pathways across sub-schools, to align student interest and ability with authentic experiences and post-school learning or vocations.
 - Develop a Learner profile with key skills, knowledge and character goals the College is seeking to develop by Years 5, 9 & 12.
- Global learning, service and vocational opportunities
 - Establish student exchange programs with international sister schools.



"I appreciate being able to work at a school that values and respects me as a professional. I feel like I am trusted, listened to and supported. I feel proud to say I work for Redlands College. I particularly enjoy working in a P-12 environment where I can see students I've taught in the past smile and call out to say hi when I'm on duty. I feel proud when I see them graduate Year 12 and go on to live lives for Jesus. I also value that I can work in a Christian school where I can share my faith with students and other staff."

Staff quote from 2023 Survey





"I love the people I work with as a teacher. They are very supportive and caring. I love the kids in my class and being able to freely and openly talk about my love for Jesus with them."

Staff quote from 2023 Survey

Our Staff

We believe every staff member is:

- **Called** – Engaging in their specific role with a vocational perspective
- **Stewards** – Of the trust placed in them by parents to form and educate their child
- **Christian** – A practising Christian faith expressed through their lives and role
- **Competent** – Skilled and passionate in their particular sphere of influence

Visionary Pursuits

- Wellbeing prioritised in a relationship-based community
 - Facilitate enhanced self-determination for staff through greater autonomy, relatedness and competency.
- Customised programs for professional capacity growth
 - Facilitate leadership programs, professional growth and reflection processes, targeted professional seminars, and staff exchanges.
- Collaboration driving pedagogical innovation
 - Implement continuous reporting P-12 through Learning@Redlands.
 - Facilitate collaborative research projects between staff and educational institutions.

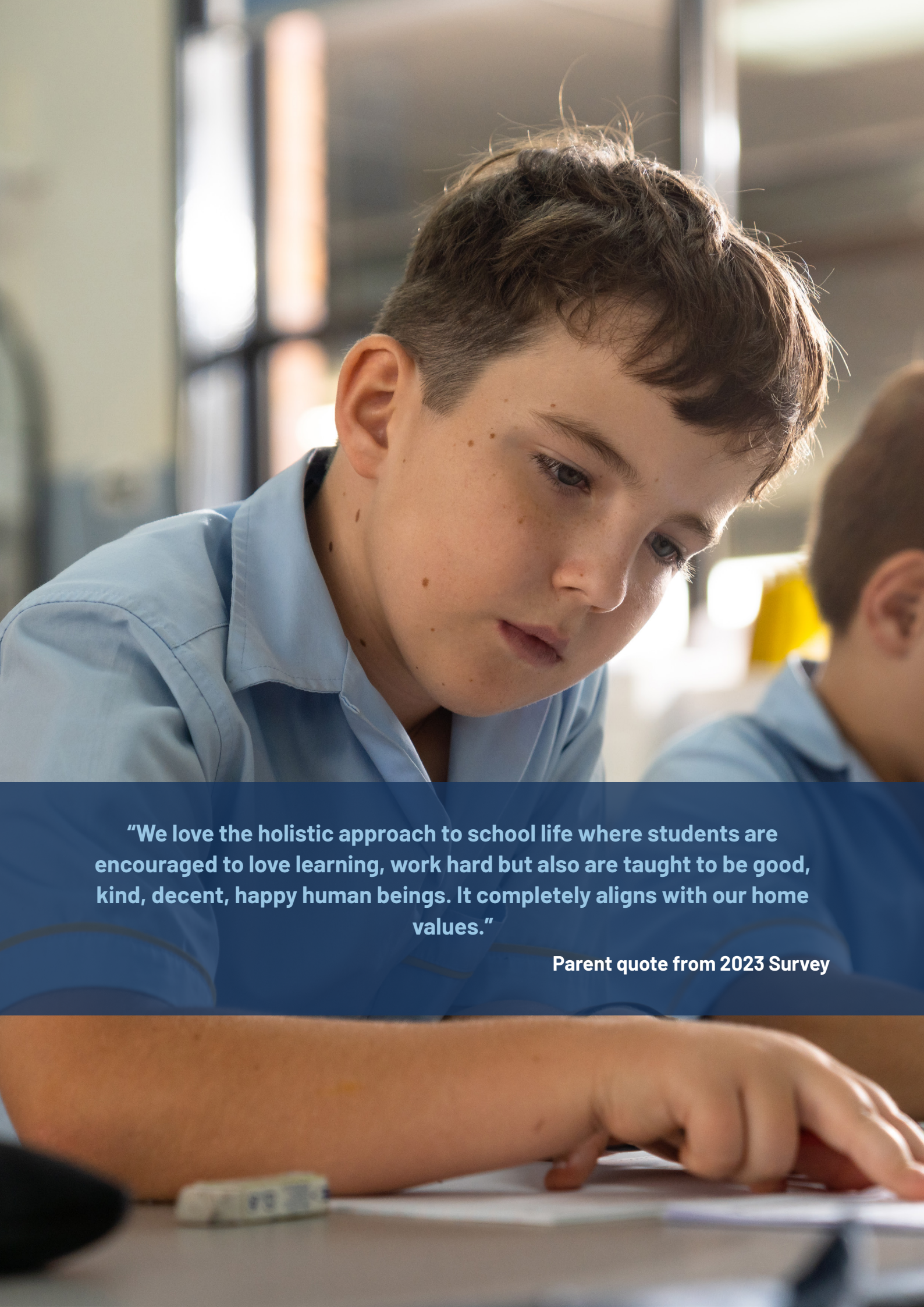
Our Learning

Our approach to learning is:

- **Christ-Centred:** we are focused on the Lordship and gospel message of Jesus Christ.
- **Global:** we prepare students for engagement in a globally connected world.
- **Intentional:** we inspire students to be creative and compassionate contributors to their community in response to their own potential, gifts & talents.
- **Relational:** we embrace meaningful relationships between staff, students, parents and community as the foundation for learning

Visionary Pursuits

- Embedded framework for quality teaching and learning
 - Ensure teaching and learning framework is embedded in common understandings, shared language and powerful pedagogy, leading to quality teaching.
 - Audit curriculum planning documents to ensure they are clear, sequenced and used consistently across the College
- Effective utilisation of artificial intelligence
 - Research, innovate and trial a range of uses of artificial intelligence in teaching and learning processes.
- Project based integrated learning stream
 - Explore learning streams which facilitate project based learning

A young boy with brown hair and freckles, wearing a light blue button-down shirt, is looking down intently at his work. He is in a classroom setting, with another student visible in the background. The lighting is warm and natural, coming from a window. A dark blue semi-transparent banner is overlaid on the bottom half of the image, containing white text.

"We love the holistic approach to school life where students are encouraged to love learning, work hard but also are taught to be good, kind, decent, happy human beings. It completely aligns with our home values."

Parent quote from 2023 Survey



"The valued relationship and engagement between staff, parents and children. Children are seen as individual learners and contributors and their education and wellbeing is tailored according to their strengths and needs."

Parent quote from 2023 Survey

Our Community and Connections

We seek the flourishing of the broader community through:

- **Hospitality** – extend gracious hospitality to build relationship and reveal God
- **Connectivity** – an inviting and safe space for families to meet together
- **Infrastructure** – availability of College resources for community benefit
- **Alumni** – welcoming past students and staff to remain connected and involved

Strategic Intents

- International learning partnerships for staff, students and parents
 - Develop partnerships with institutions at local, state, national and international levels to identify joint ventures in the areas of learning and Christian service.
- Hospitality as the key to community engagement
 - Facilitate College resources to be utilised as community infrastructure, for the purpose of engaging with community members and organisations outside the College's current sphere of engagement.
 - Facilitate personal, spiritual and professional development and growth opportunities for parents.
- Alumni networks facilitating student vocational knowledge
 - Promote opportunities for alumni to be involved in student mentoring, entrepreneurial connections, philanthropic activities and College events.

Our Future

We seek to remain relevant, credible and compelling through:

- **Facilities** – research informed, contemporary learning environment
- **Leadership** – intentional development of current and future leaders
- **Financial Stewardship** – utilising resources to their fullest potential
- **Envisioning** – willingness to dream and imagine what the future may look like

Strategic Intents

- Redevelopment of Junior School Precinct
 - Construct a new Junior School Precinct, to enable the expansion to 3 streams across P-5.
 - Construct new Middle and Senior amenities, changerooms and four GLAs.
- Exploration of additional campuses
 - Explore College campus expansion opportunities, including regional locations.
- Confident and rigorous governance and leadership
 - Ensure the College's long term viability through enhanced governance arrangements, financial strength, leadership development and succession planning.



"We love the supportive and nurturing Christian community that our family are a part of at the school. Wonderful musical opportunities are available. I think that whatever areas my children develop interest in the school can support them in those interest areas."

Parent quote from 2023 Survey



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Redlands College is a Christ-centred learning community, focussed on inspiring character formation and effective learning from Prep-Year 12. The College is operated by Redlands College Ltd, a company formed by members of the Churches of Christ.